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assuring a veto by the Governor. I have some doubts that he won't veto this whole proposition anyhow. I think this is a real good way to lock it in. If you really want to do something for these people and get our present proposition through I suggest we not tamper with it.

PRESIDENT: Senator Kelly.

SENATOR KELLY: Mr. President, members of the Legislature, I wanted to visit with Senator Frank Lewis but I made the mistake of telling him what I wanted to visit with him about and he beat it. Well he came back. Senator Lewis mentioned that if we follow Senator Fowler's amendment that we're going to be able to decrease the turnover in state employees 4 to 5 percent. If this amendment can accomplish that end it would have a hurrah from 1 1/2 million Nebraskans believe you me. Cause if we could reduce that turnover rate just that insignificant amount we'd have money left in these agencies that really could be used for some merit pay. My question to Senator Lewis would be, what can we write into this amendment that would ensure the reduction of that turnover rate?

SENATOR F. LEWIS: I think the first thing you do to write it in is to make sure that they are adequately compensated. We certainly haven't done that, but this is a step in the right direction. You know as well as I do why employees quit state government. A guy making \$365 on a particular position, when he gets offered \$500, is going to go elsewhere. We are the training ground for everybody. Even this Legislature a time or two has served as training ground. I could mention a couple of names now and I won't. If we can provide extra money and extra benefits for the employees they're going to stay with us and it's going to be worthwhile to us in the long run. So I would say that a step in the right direction, what Senator Fowler's doing, let's put the money in.

SENATOR KELLY: OK, thank you very much for your opinion Senator Lewis. My opinion is a little bit different in that, certainly a few more dollars in that pay check are going to help. This turnover rate is a much more important question than just the dollars in the pay check. The communications from the staff workers at the state level to the heads of departments, just plain simply does not exist. This is one of the most frequent turnover reasons that I know, other than the very low end worker who is apparently always a turnover, that is the people that work for the State of Nebraska cannot talk to their employer. The employer talks to him very loud and very strong. It attempts to send along a little tiny bit of money to make him feel better. It just doesn't make sense that this little bit of money scattered over all of these employees is in any way going to effect the turnover rate. I believe Senator Lewis' statement is wrong.

PRESIDENT: Senator Fowler are you ready to close debate by way of reply?